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**USU FACULTY SENATE
MINUTES
APRIL 29, 2013
Merrill-Cazier Library, Room 154**

Renee Galliher called the meeting to order at 3:00 pm.

Approval of Minutes

A motion to approve the minutes of April 1, 2013 was made by Yanghee Kim and seconded by Scott Bates. The motion passed unanimously.

Announcements – Renee Galliher

Roll Call. Members are reminded to sign the role sheet at each meeting.

Broadcast Audio Issues. Please speak loudly when participating so that participants in the distance sites can hear clearly.

Next Year's FS Calendar. Post on the FS Webpage and is in your meeting packet.

Caucus for Election of FSEC Members. Please be prepared to caucus with your colleges at the end of the meeting.

University Business – President Stan Albrecht, Raymond Coward

Provost Coward updated the Senate on the completion of the STEM search. Dr. David Feldman from the University of Virginia will be taking the position August 1, 2013. His wife is also on faculty in the department of Teacher Education and Leadership.

Mark McClellan reported on the search for the Dean of Agriculture and VP for Extension. Campus interviews are complete and the candidates will be evaluated over the next 3 weeks and the final selections will be forwarded to the President.

Commencement is this weekend and all faculty are encouraged to attend.

President Albrecht thanked everyone for a good year. There were many important celebrations and achievements this year, including the celebration of the Morrill Act. USU also had the first Truman scholar in 29 years and the first ever female. USU also has the honor of having our 12th Carnegie professor. Thanks also to Provost Coward who is retiring and will end his time at USU this June. The President thanks him for his service.

Consent Agenda Items – Renee Galliher

FDDE Annual Report – Kevin Brewer

Committee on Committees Annual Report – Cathy Bullock

Calendar Committee Report – Janis Boettinger

EPC Items – Larry Smith

A motion to approve the consent agenda was made by Glenn McEvoy and seconded by Doug Jackson-Smith. The motion passed unanimously.

Action Items

Election of Committee on Committee Members – Cathy Bullock.

Dan Davis was nominated by Jennifer Duncan. Glenn McEvoy seconded the nomination.

Jenny Norton was nominated by Doug Jackson-Smith and seconded by Glenn McEvoy. The nominations were approved by acclamation.

Old Business

Post Tenure Review Task Force Update – Renee Galliher. Renee invited Glenn McEvoy to join her for this review. They presented a power point which outlined the process that the Post Tenure Review Task Force has undergone over the last two years and explained the two primary issues. BFW and AFT have also reviewed the proposed code changes and have submitted detailed reports which are available on the Faculty Senate website. Glenn proposed a straw poll only for the purpose of receiving guidance for PRPC on how the standard for post tenure review should read either “faculty...discharges duties conscientiously and with professional competence” or “the faculty member under review fulfills the duties associated with his/her position as specified in his/her role statement”. Both proposals refer to the role statement. The task force has designed a triggered post tenure review process, but Glenn points out, the discussion is not about the trigger, but the standard that will determine whether the trigger is pulled or not. They would like a sense of the senate as to what the standard of performance should be.

Glenn and Renee role played the pros and cons of this issue to help clarify the positions. Renee argued that the phrase “conscientiously and with professional competence” is vague and open to vast differences in interpretation. The case for changing the standard is that the current code identifies fulfillment of the role statement as the basis for review, but adds a sentence that is vague and ambiguous. The proposed code removes inconsistency and contradiction from the code. Retaining one sentence that is subject to idiosyncratic interpretation won’t protect faculty members in any meaningful way. In fact, if faculty members are concerned about “arbitrary and capricious” evaluation, including this sentence puts them at greater risk.

Glenn argued we should use the role statement as the basis of the evaluation but that the phrase “excellence and effectiveness” as stated in the role statement is just as subjective. By nature performance evaluations are going to be subjective. The process can help reduce the problems with subjectivity. He argued that these standards have not created any problems in the past, and changing the standards at this point is unnecessary. The problems identified by NWCCU during their 2007 visit were lack of consistency across colleges and this has nothing to do with the standards. He also mentioned that there was not sufficient time to do rigorous reviews of the 550 faculty on campus; again this has nothing to do with the standards. During the task force review and discussions with faculty, no one raised issues with the standards. Glenn argued that the proposed changes are more ambiguous and subjective than the current standard. Depending on how one interprets the proposed revised standard, it either means a) that tenured faculty must re-earn tenure every year or, b) the current standard is replaced with no standard. The current language encourages faculty to do long term meaningful research, participate in service and shared governance, and experiment in the classroom and take some risks that may in the short term hurt student evaluations.

A lengthy conversation followed. Concern was expressed that the BFW and AFT reports have not been more widely presented. Faculty were reminded that the current task is to present information to PRPC so that they can draft a new proposal that reflects the reaction to all of the feedback collected this year, so that in the fall the discussion may continue moving forward toward resolution and a final vote.

The second issue for discussion was the timeline for remediation and the consequences of poor performance that was discussed last month. There are a number of people on the Task Force that feel the timeline needs to be revisited. Glenn argued that it is not good practice to place faculty on a two year tenure clock following one negative review. Renee argued that it is hard to imagine a scenario in which a person would receive a negative annual review without any feedback regarding underperformance. A 5 year rolling review plan allows for yearly annual reviews and remediation and thus any negative reviews at the end of the 5 year period would not be unexpected if the person had been receiving consistent feedback during their annual reviews. The 5 year rolling review process would have to be developed by each department.

Ballots for the straw poll on these two issues were dispersed to the current senators in attendance. The results will go to the Post Tenure Review Task Force to tally and form recommendations to bring back to the senate in the fall and hopefully forward to PRPC after senate discussion.

Restructuring of Faculty Senate Committees – Glenn McEvoy. Due to time constraints, this item will be moved to the first meeting in the fall.

Concluding Remarks, Passing of the Gavel

Renee Galliher ceremoniously passed the Faculty Senate gavel to Yanghee Kim who will serve as Faculty Senate President next year. Recognitions were also presented to Provost Coward, Past President Glenn McEvoy and Renee Galliher for their service with the Faculty Senate.

Adjournment

The meeting adjourned at 4:35 pm.